

Juneau County Ad Hoc Group

Thursday, June 7, 2018 – 8:15 a.m.

Juneau County Board Room

Meeting called to Order by Chairman- Colin Moten

Attendance: Colin Moten, Candy Glick, Terry Kleifgen, Lynn Martin, Matt Komiskey, Carol Fischer
Absent: Patti Schluter, Jeff Hoile, Cassandra Murphy, Brian Loyd.

Motion by Candy to approved the minutes of the April 26, 2018 meeting with the change of Colin Moten to Chairman instead of Vice-Chairman. Lynn Martin seconded the motion. Motion carried.

Kassandra Murphy entered the meeting.

Discussion

- ❖ Retention of Employees
 - Request two more personal days (from sick day bank) available per year.
 - Put on the July Agenda for Personnel
- ❖ Annual wage increase 2020
 - Discussion should be closer to the end of the year after Budgets
- ❖ Candy Glick would like to see a requirement for employees drug tested.
 - Kleifgen indicated that if a department head suspected that an employee needed drug testing it could be arranged thru the Human Resources Department.
 - Fischer indicated if employees were drug tested that department heads should be drug tested also.
 - Kleifgen indicated that the employee would have to make that request thru Human Resources Department.
- ❖ Brat Sale
 - Normally held in May around Memorial Day.
 - Kleifgen will ask Personnel if the staff can use county time to prepare the sale.
 - Ask if the County Board will participate.
 - Avoid the period of time when the FFA have animals on the lawn (July 13 10:00 till 2:00)
- ❖ Can the employees use work time to volunteer.
 - Example: Rides for the elderly/disabled/people in need.
 - Kleifgen will discuss this issue with Personnel.
 -

Colin will attend the Personnel Meeting on the second Monday in July.

The next meeting date will be Thursday, July 12, 2019 at 8:15 in the Juneau County Board Room.

9:00 a.m. The motion to adjourn was made by Matt Komiskey and seconded by Fischer.
All in favor, motion carried.

Ongoing Discussions:

- Annual Increases 2020
 - Should be discussed after budgets, approximately October/November 2018.
- Brat Sale
 - Provide gas cards for people who have excess travel for illness of self or family.
- Employee retention
 - Sign on bonus
 - Tuition Reimbursement
 - Child Care Services
 - Discounted Day Care Center for County Workers
 - After School Programs
 - Who will take initiative to develop this?
- Employees at the end of wage scale
 - After 25 years – 6 weeks of vacation
 - Ways to reward people who have not used Workmen Compensation Insurance
 - Give severance packages to employees to encourage retirement/new employees
- Facebook
 - A County Facebook page instead of individual departments
- Vacation Days / Sick Time
 - Employees receive vacation days right away upon hire
 - Pay back if they quit before working a full year.
 - 960 hour limit on sick time

Discussion Ruled Out

1. Paid Time Off – instead of Vacation and sick time
2. PTO vs Sick and Vacation
3. Newsletter – no funding (submit an informational sheet to the County Clerk to be distributed to the County Board at their meeting.)